

Where to File Employment Discrimination Claims

The following table provides general guidance. This is not a guarantee of coverage. Certain exceptions and limitations may apply. You may be able to file your claim with more than one agency. Please telephone an agency if you have questions.

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human	Illinois Department of Human Rights	U.S. Equal Employment Opportunity Commission
Types of Discrimination Covered	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Marital Status Disability Parental Status Sexual Orientation Source of Income Military Discharge Status Limited Retaliation Gender Identity	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Marital Status Disability Parental Status Sexual Orientation Source of Income Military Discharge Status Housing Status Retaliation Aiding/Abetting Willful Interference Gender Identity	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Marital Status Disability Gender Identity Sexual Orientation Unfavorable Military Discharge Military Status Retaliation Aiding/Abetting Willful Interference Coercion Arrest Record Citizenship Status	Race Color Religion Sex (including sexual harassment) National Origin Age Disability Retaliation
Geographic Limitations	Violation occurred within the City of Chicago	Violation occurred within Cook County	Violation occurred within Illinois	Violation occurred within U.S. or at U.S. companies located outside U.S.
Time Limitations	Must file within 180 days of the alleged violation	Must file within 180 days of the alleged violation	Must file within 180 days of the alleged violation	Must file within 300 days of the alleged violation
Who Can Be Sued	Employers (no minimum number of employees) Labor Organizations Employment Agencies Individuals	Employers (no minimum number of employees) Labor Organizations Employment Agencies Individuals	Employers with at least 15 employees Employers with at least 1 employee for disability, sexual harassment, public contractors, state and local government units or apprenticeship/training programs Labor Organizations Employment Agencies Individual sexual harassers	Employers with at least 15 employees for Title VII and ADA claims, with at least 20 employees for ADEA, and with at least 1 employee for Equal Pay Act, state and local governments and educational institutions Labor Organizations Employment Agencies

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human Rights	Illinois Department of Human Rights	U.S. Equal Employment Opportunity Commission
Kinds of Relief Available	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Punitive Damages</p> <p>Other Damages (such as interest)</p> <p>Injunctive Relief (such as reinstatement)</p> <p>Fines to the City Attorneys Fees for prevailing Complainant</p>	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Punitive Damages</p> <p>Other Damages (such as interest)</p> <p>Injunctive Relief (such as reinstatement), including emergency relief</p> <p>Fines to the County Attorneys Fees for prevailing Complainant</p>	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Other Damages (such as interest)</p> <p>Injunctive Relief (such as reinstatement and barring contracts with the State), including emergency relief</p> <p>Attorneys Fees for prevailing Complainant</p>	<p>Make whole damages (such as back pay, lost benefits and reinstatement) Compensatory Damages</p> <p>Punitive Damages</p> <p>Injunctive Relief, including emergency relief</p> <p>Attorneys Fees for prevailing Complainant</p>
Agency Contact Information	<p>Chicago Commission on Human Relations 740 N. Sedgwick 3rd Floor Chicago, IL 60610 (312) 744-4111 (312) 744-1088 (TDD) (312) 744-1081 (FAX)</p>	<p>Cook County Commission on Human Rights 69 W. Washington St. Suite #3040 Chicago, IL 60602 (312) 603-1100 (312) 603-1101 (TDD) (312) 603-9988 (FAX)</p>	<p>Illinois Department of Human Rights James R. Thompson Center 100 W. Randolph Suite 10-100 Chicago, IL 60601 (312) 814-6200 (312) 263-1579 (TDD) (312) 814-1541 (FAX)</p>	<p>U.S. Equal Employment Opportunity Commission Chicago District Office 500 W. Madison Suite 2800 Chicago, IL 60611-2511 (312) 353-2713; 2714 (312) 353-2421(TDD) (312) 353-7355 (FAX)</p>
Office Hours	<p><u>Filing Hours:</u> Monday through Friday. 9:00 - 5:00 (2 copies of all filings required)</p> <p><u>Intake Hours:</u> Monday through Friday 9:00 - 5:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Friday 9:00 - 4:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Thursday 8:30 - 5:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Friday 8:30 - 12:00 1:00 - 3:30</p>
Other Forms of Discrimination Covered	<p>Housing Public Accommodations Credit & Bonding Transactions</p>	<p>Housing Public Accommodations Credit Transactions</p>	<p>Housing Public Accommodations Credit Transactions Sexual Harassment in Higher Education</p>	

Where to File Housing Discrimination Complaints

The following table provides general guidance. This is not a guarantee of coverage. Certain exceptions and limitations may apply. You may be able to file your claim with more than one agency. Please telephone an agency if you have questions.

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human Rights	Illinois Department of Human Rights	U.S. Dept. of Housing and Urban Development
Types of Discrimination Covered	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Marital Status Disability Parental Status Sexual Orientation Source of Income Military Discharge Status Gender Identity	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Marital Status Disability Parental Status Sexual Orientation Source of Income Military Discharge Status Gender Identity Housing Status Retaliation Aiding/Abetting Willful Interference Gender Identity	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Marital Status Disability Familial Status Sexual Orientation Unfavorable Military Discharge Military Status Gender Identity Retaliation Aiding/Abetting Willful Interference and Coercion	Race Color Religion Sex (including sexual harassment) National Origin Disability Familial Status Retaliation Intimidation and Coercion
Geographic Limitations	Housing located within the City of Chicago	Housing located within Cook County	Housing located within Illinois	Housing located within U.S. or U.S. territories
Time Limitations	Must file within 180 days of the alleged violation	Must file within 180 days of the alleged violation	Must file within one year of the alleged violation	Must file within one year of the alleged violation
Who Can Be Sued	All persons who have right to sell, rent or lease any housing accommodation within Chicago and their agents Lenders under credit transaction provisions	All persons who have right to sell, rent or lease any housing unit within Cook County and their agents and persons engaged in other aspects of real estate transactions, such as lenders and brokers	All real property owners, sales and rental agents, builders, lenders, appraisers, and other persons involved in real estate transactions	Most residential housing owners (some exceptions apply - see intake), sales and rental agents, builders, lenders and appraisers Municipalities Advertisers

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human Rights	Illinois Department of Human Rights	U.S. Dept. of Housing and Urban Development
Kinds of Relief Available	<p>Make whole damages (such as moving expenses, rent differentials and emotional distress damages)</p> <p>Punitive Damages</p> <p>Fines to the City</p> <p>Injunctive Relief (such as order to sell/rent)</p> <p>Attorneys Fees for prevailing Complainant</p>	<p>Make whole damages (such as moving expenses, rent differentials and emotional distress damages)</p> <p>Punitive Damages</p> <p>Fines to the County</p> <p>Injunctive Relief, including emergency relief (such as order to cease eviction or order to sell/rent)</p> <p>Attorneys Fees for prevailing Complainant</p>	<p>Make whole damages (such as moving expenses, rent differentials and emotional distress damages)</p> <p>Fines to State</p> <p>Injunctive Relief, including emergency relief (such as order to cease eviction or order to sell/rent)</p> <p>Attorneys Fees for prevailing Complainant</p>	<p>Make whole damages (such as moving expenses, rent differentials and emotional distress damages)</p> <p>Punitive Damages</p> <p>Fines to Agency</p> <p>Injunctive Relief, including emergency relief (such as order to cease eviction or order to sell/rent)</p> <p>Attorneys Fees for prevailing Complainant</p>
Agency Contact Information	<p>Chicago Commission on Human Relations 740 N. Sedgwick 3rd Floor Chicago, IL 60610 (312) 744-4111 (312) 744-1088 (TDD) (312) 744-1081 (FAX)</p>	<p>Cook County Commission on Human Rights 69 W. Washington St. Suite #3040 Chicago, IL 60602 (312) 603-1100 (312) 603-1101 (TDD) (312) 603-9988 (FAX)</p>	<p>Illinois Department of Human Rights James R. Thompson Center 100 W. Randolph Suite 10-100 Chicago, IL 60601 (312) 814-6200 (312) 263-1579 (TDD) 1-800-662-3942 (Toll free housing discrimination line) (312) 814-1541 (Fax)</p>	<p>U.S. Dept. of Housing and Urban Development Office of Fair Housing and Equal Opportunity 77 W. Jackson, Suite 2101 Chicago, IL 60604-3507 (312) 353-7776 1-800-669-9777 (Toll free) 1-800-927-9275 (TDD) (312) 886-2837 (FAX)</p>
Office Hours	<p><u>Filing Hours:</u> Monday through Friday 9:00 - 5:00 (2 copies of all filings required)</p> <p><u>Intake Hours:</u> Monday, Thursday, Friday 9:00 - 5:00</p> <p>Tuesday, Wednesday 9:00 - 6:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Friday 9:00 - 4:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Thursday 8:30 - 5:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:15 - 4:45</p> <p><u>Intake Hours:</u> Monday through Friday 8:15 - 4:45</p>
Other Forms of Discrimination Covered	<p>Employment Public Accommodations Credit Transactions</p>	<p>Employment Public Accommodations Credit Transactions</p>	<p>Employment Public Accommodations Credit Transactions Sexual Harassment in Higher Education</p>	

Where to File Public Accommodations Claims

The following table provides general guidance. This is not a guarantee of coverage. Certain exceptions and limitations may apply. You may be able to file your claim with more than one agency. Please telephone an agency if you have questions.

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human Rights	Illinois Department of Human Rights
Types of Discrimination Covered	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Marital Status Disability Gender Identity Parental Status Sexual Orientation Source of Income Military Discharge Status Limited Retaliation	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Marital Status Disability Gender Identity Parental Status Sexual Orientation Source of Income Military Discharge Status Housing Status Retaliation Aiding/Abetting Willful Interference	Race Color Religion Sex (including sexual harassment) National Origin Ancestry Age Marital Status Disability Gender Identity Sexual Orientation Unfavorable Military Discharge Military Status Retaliation Aiding/Abetting Willful Interference Coercion
Geographic Limitations	Violation occurred within City of Chicago	Violation occurred within Cook County	Violation occurred within Illinois
Time Limitations	Must file within 180 days of the alleged violation	Must file within 180 days of the alleged violation	Must file within 180 days of the alleged violation
Who Can Be Sued	Place, business establishment or agency that sells, leases, provides or offers any product or service to general public, including membership organizations with over 400 members which provide regular meal service and receive payment for dues or other services from or on behalf of non-members	Person, business establishment, place or agency that sells, leases, provides or offers any product or service to general public, including membership organizations with over 400 members which provide regular meal service and receive payment for dues or other services from or on behalf of non-members	Accommodation or business facility of any kind which sells or otherwise offers services or goods to public, Public officials offering public accommodations who are officers or employees of the State or its agencies

Agencies to Contact	Chicago Commission on Human Relations	Cook County Commission on Human Rights	Illinois Department of Human Rights
Kinds of Relief Available	<p>Make Whole Damages (such as out-of-pocket expenses and emotional distress damages)</p> <p>Punitive Damages</p> <p>Injunctive Relief (such as order to admit Complainant to public accommodation)</p> <p>Fines to City Attorneys fees for prevailing Complainant</p>	<p>Make Whole Damages (such as out-of-pocket expenses and emotional distress damages)</p> <p>Punitive Damages</p> <p>Injunctive Relief (such as order to admit Complainant to public accommodation)</p> <p>Fines to County Attorneys fees for prevailing Complainant</p>	<p>Make Whole Damages (such as out-of-pocket expenses and emotional distress damages)</p> <p>Injunctive Relief (such as order to admit Complainant to public accommodation)</p> <p>Attorneys fees for prevailing Complainant</p>
Agency Contact Information	<p>Chicago Commission on Human Relations 740 N. Sedgwick 3rd Floor Chicago, IL 60610 (312) 744-4111 (312) 744-1088 (TDD) (312) 744-1081 (FAX)</p>	<p>Cook County Commission on Human Rights 69 W. Washington St Suite #3040 Chicago, IL 60602 (312) 603-1100 (312) 603-1101 (TDD) (312) 603-9988 (FAX)</p>	<p>Illinois Dept. of Human Rights James R. Thompson Center 100 W. Randolph Suite 10-100 Chicago, IL 60601 (312) 814-6200 (312) 263-1579 (TDD) (312) 814-1541 (FAX)</p>
Office Hours	<p><u>Filing Hours:</u> Monday through Friday 9:00 - 12:00 & 1:00 - 5:00 (2 copies of all filings required)</p> <p><u>Intake Hours:</u> Monday, Thursday, Friday 9:00 - 5:00</p> <p>Tuesday, Wednesday 9:00 - 6:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Friday 9:00 - 4:00</p>	<p><u>Office Hours:</u> Monday through Friday 8:30 - 5:00</p> <p><u>Intake Hours:</u> Monday through Thursday 8:30 - 5:00</p>
Other Forms of Discrimination Covered	<p>Employment Housing Credit Transactions</p>	<p>Employment Housing Credit Transactions</p>	<p>Employment Housing Credit Transactions Sexual Harassment in Higher Education</p>